

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov>.

This position will allow you to use your expertise to prevent illegal entry of aliens into the United States by land, water, or air; enforce criminal provisions of the Immigration and Nationality laws; seek out and apprehend smugglers or aliens who are in the United States illegally; and participate in Sector intelligence operations. The salary for this position starts at \$77,254.00 (GS-12). Apply for this exciting opportunity to strengthen the Department's ability to protect the homeland.

THIS IS A VOLUNTARY REASSIGNMENT OPPORTUNITY FOR CURRENT GS-1896-12 BPAs WITH COMPETITIVE STATUS, OR GS-13 (OR HIGHER GRADED) BPAs/SBPAs WITH COMPETITIVE STATUS WHO ARE WILLING TO TAKE A VOLUNTARY CHANGE TO LOWER GRADE. NO RELOCATION REIMBURSEMENT IS AUTHORIZED UNDER THIS ANNOUNCEMENT.

Who May Apply: Current GS-1896-12 BPA with competitive status, within the U.S. Office of Border Patrol, currently stationed within Detroit Border Patrol Sector OR GS-13 (or higher graded) SBPA/BPAs with competitive status, within the U.S. Office of Border Patrol, currently stationed within Detroit Border Patrol Sector who are willing to take a voluntary change to lower grade.

- For definitions of terms found in this announcement, please see http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm.

Organizational Location: This position is located within U.S. Customs and Border Protection, United States Office of Border Patrol, Detroit Sector in the following locations:

- Detroit Station, Detroit MI
- Gibraltar Station, Gibraltar, MI.

One or more selections may be made using this job opportunity announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

USBP Agents who have been selected for reassignment under the Reassignment Opportunity Bulletin or the Voluntary Relocation Program will be **ineligible** for reassignment to a new duty location if their Enter on Duty date occurred within the past two calendar years, by the closing date of this announcement.

Change to Lower Grade: If you are a BPA GS-13 or higher accepting this position you will be required to sign a Change to Lower Grade form.

Travel Required: 25% or Greater

Travel Description: You will be required to travel frequently.

Relocation Authorized: No

You must be a U.S. Citizen to apply for this position

You may be required to pass a background investigation and/or polygraph

Males born after 12/31/1959 must be registered with Selective Service

You must be able to meet job-related medical and/or fitness standards

You may be required to pass initial and random drug testing

As a Border Patrol Agent (Intelligence) you will serve as a **primary** law enforcement officer (under 5 U.S.C. 8331 (6C) and 8412 (d) and be responsible for:

- Collecting, analyzing, and disseminating strategic and tactical intelligence reports within the Agency and to other law enforcement officials nationwide
- Updating national databases with collected information on smugglers, informants, and counterfeit operations
- Utilizing a variety of automated information systems for gathering intelligence information gathering, and reporting on trends and patterns

Basic Qualification Requirements: The basic qualification requirements include experience in law enforcement or other responsible work that demonstrates the ability to make arrests and exercise sound judgment in the use of firearms; to deal effectively with individuals or persons in a courteous, tactful manner; and to analyze information rapidly and make prompt decisions.

AND

GS-12: You qualify at the GS-12 level if you possess one year of specialized experience that includes reviewing, processing, and evaluating incoming intelligence information from a variety of sources; using creative methodologies to develop trends, patterns, profiles, estimates, studies, and tactical interdiction to solve unusual problems; collecting sensitive information regarding the criminal activities of aliens involved in alien smuggling, narcotics trafficking, terrorism, and organized crime; and developing intelligence collection plans.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by Wednesday, June 22, 2016.
- **Language Requirement:** You must be proficient in the Spanish language (i.e. able to speak and read Spanish)

This is a non-bargaining unit status position

Law Enforcement Retirement: This position qualifies for law enforcement retirement. For additional information, see the Benefits Section of this announcement.

Firearms Requirement: You are required to carry a firearm on duty. Anyone who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U.S.C. Section 922 (g) (9)). Candidates will be required to certify whether they have ever been convicted of such an offense.

Age Requirement: In accordance with the provisions of Public Law 93- 350 and 100-238 DHS Management Directive 251-03, candidates must be referred for selection before reaching their 37th birthday. Creditable service covered by Title 5 U.S.C. 8336(c), Title 5 U.S.C 8412(d), or creditable service on or after July 6, 2008 covered by Public Law 110-161 may be applied toward the maximum age requirement. This age restriction may not apply if you are currently serving in a federal civilian (not military) law enforcement position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d).

Veterans' Preference Eligibility: The maximum age for original appointment does not apply to veteran's preference eligibles.

Shift work: You will be required to perform work on a shift and rotational basis.

Overtime: You must be readily available to work overtime on a scheduled or unscheduled basis in excess of the 40-hour work week.

Motor Vehicle Operation: You must have a valid automobile driver's license at the time of appointment.

Uniform: This position requires you to wear an officially approved uniform while in a duty status.

Work Conditions: You may need to lift and move heavy items. You may need to stand for prolonged periods on concrete floors and walk over rough and uneven terrain. You may need to bend, stoop, walk, stand, and climb, and work in cramped positions. You may need to work outdoors, often under adverse weather conditions.

Training: If you have not already done so, you will be required to attend 11 weeks of paid training at Border Patrol Academy in Artesia, NM. This technical training must be successfully completed according to the standards of the agency. Failure to do so will be grounds for mandatory removal from the position. Such failure will result in either reassignment to a different position, demotion, or separation by appropriate procedures.

Additional Training: You may be required to attend developmental training courses.

A series of vacancy questions will be used to determine your eligibility. If you meet those basic requirements, your application package may be referred to management for selection consideration. Falsification of your application will remove you from consideration and could subject you to disciplinary action.

Selection Certificates: Applications will not be rated. All eligible candidates will be referred to management in name order.

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) in order to successfully perform the duties of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs for this position are:

- Knowledge of Immigration and Nationality Laws
- Knowledge of proper law enforcement methods
- Skill in analyzing disparate facts, events, and other types of intelligence material, and identifying relevant intelligence information
- Skill in using a variety of automated information systems to gather information for intelligence, enforcement, prosecutions, and to facilitate decision making
- Skill in coordinating Sector-wide intelligence gathering operations

Agency Career Transition Assistance Program (CTAP) Eligibles: If you have never worked for the Federal Government, you are not CTAP eligible. Information about CTAP eligibility can be found at: http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a. To be considered well qualified under CTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144**. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf) using OPM Form 1203-FX http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf, and the official fax cover sheet: <http://staffing.opm.gov/pdf/usascover.pdf>. Please include job opportunity announcement ID 1719215 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on Wednesday, June 22, 2016.**

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. To ensure all your experience is considered, the Office of Border Patrol strongly suggests resumes should describe your experiences and accomplishments, assignment dates, duty locations, your current supervisor's contact information and specify whether you have performed duties in investigations, intelligence, or have worked in sector-level or national programs (e.g., horse patrol, BORSTAR, BORTAC, peer support, chaplaincy, canine, etc.), or been assigned to the U.S. Border Patrol Academy, and/or Sector or USBP Headquarters. Include leadership or specialized training and college level courses completed. Resumes should also specify each supervisory position held (clearly listing SBPA, FOS, SOS, WC, DPAIC, PAIC, ACPA, XO, DC, DCPA or CPA). Additionally, include all temporary promotions listing the grade, position, location, and period of time held; temporary details or special assignments held 30 days or more (assignment, location, and period of time); and any prior military or other specialized

experience outside of USBP that is relevant to law enforcement work. NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload or fax your resume and any other applicable supporting documentation.

- **Your responses to the job questionnaire** [View Occupational Questionnaire](#)
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50B (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a notification from the applicable Military Department or National Guard Bureau, that you are retired under 5 U.S.C. 8337(h) or 8456.
- ***Veterans preference points are not applicable to Merit Promotion announcements; veterans documentation is required only to verify eligibility.***
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx>. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

DHS offers competitive starting salaries and an attractive benefits package, including: health, vision, dental, life and long-term care insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to www.dhs.gov/careers and select "Benefits".

To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website: <http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>

Law Enforcement Retirement: This position qualifies for law enforcement retirement. For more information on required years of service and retirement age, refer to the following link:

http://cbpnet/xp/cbpnet/hrm/hr_prof/staffing/maximum_age.xml

For additional information on when an employee continues or discontinues coverage under the special retirement system for law enforcement officers, please see the CSRS and FERS handbook, Chapter 46, pages 12-13. <https://www.opm.gov/asd/hod/pdf/C046.pdf>.

Background Investigation: Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (i.e., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy) and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. Entry into this position may require that you successfully pass a polygraph examination. For more information, please see: <https://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about E-Verify here, <http://www.uscis.gov/e-verify>, including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. To learn more, click on the link https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf

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